

SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF CHULA VISTA
AND THE CHULA VISTA POLICE OFFICERS ASSOCIATION

April 10, 2013

The City of Chula Vista ("City") and the Chula Vista Police Officers Association ("POA") hereby enter into this Side Letter of Agreement and agree to the following terms to add a provision to the MOU allowing for a monetary incentive for experienced peace officers hired into the Department.

Section II Compensation, Subsection A Wages:

ADD:

Article 2.16 New Hire Lateral Incentive Pay

New hires who come into the Chula Vista Police Department from another public law enforcement agency on or after April 10, 2013 with external law enforcement experience will receive lateral incentive pay of \$1000 for each full year of external experience brought to the City for up to five (5) years of experience or a maximum of \$5,000.

The external law enforcement experience shall consist of full time (not reserve) POST certified (not limited police powers) employment as a police officer, sheriff's deputy, or California Highway Patrol Officer. Credit will only be given for full years of service. There shall be no credit for partial years of service and there will be no round up of number of years. Thus, for example, if a lateral has 1 year and 3 months experience, they have one full year of service and shall get \$1000. If a lateral has 1 year and 11 months experience, they have one full year of experience and shall get \$1000.

Lateral incentive pay for each full year of qualifying external law enforcement experience will be paid at the following intervals until the incentive is paid in full:

\$1,000--Upon completion of the hiring process

\$1,000--At the successful completion of the City probationary period

\$1,000--Every year thereafter on the employee's anniversary date, up to the \$5,000 maximum.

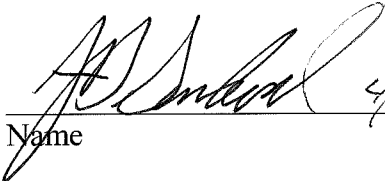
In no event will an employee receive more than the maximum of \$5,000 lateral incentive pay.

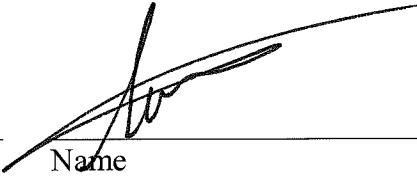
This New Hire Lateral Incentive pay is of limited duration and the City may end this incentive pay, in its sole and unfettered discretion, at any time and for any reason by providing CVPOA written notice of its intent to terminate this incentive pay and an effective date of such termination.

Upon agreement by the Chula Vista Police Officers Association (CVPOA), this provision shall be effective upon the Chula Vista City Council's approval via resolution.

For the City of Chula Vista:

For the CVPOA:


Name _____ Date 4/11/13


Name _____ Date 4/10/13